DOCUMENT RESUME

ED 383 374 JC 950 298

AUTHOR	Annunziato, Frank R.
TITLE	Faculty Collective Bargaining at Exclusively Two-Year Colleges.
INSTITUTION	City Univ. of New York, N.Y. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education and the Professions.
REPORT NO	ISSN-0737-9285
PUB DATE	95
NOTE	10p.
AVAILABLE FROM	NCSCBHEP, Baruch College, 17 Lexington Ave., Box G-1050, New York, NY, 10010 ($30 annual subscription; $7.50 per single issue).
PUB TYPE	Reports - Research/Technical (143) -- Collected Works - Serials (022)
JOURNAL CIT	National Center for the Study of Collective Bargaining in Higher Education and the Professions Newsletter; v23 n2 Apr-May 1995
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Collective Bargaining; *College Faculty; Community Colleges; Faculty College Relationship; Faculty Organizations; Higher Education; *Labor Relations; Negotiation Agreements; Private Colleges; Public Colleges; *Teacher Strikes; *Two Year Colleges; *Unions

ABSTRACT

This newsletter presents information about faculty collective bargaining at two-year colleges during 1994. The newsletter indicates the following: (1) two-year colleges accounted for 349 (69%) of the 502 faculty higher education collective bargaining agents; (2) two-year college faculty accounted for 43% of the 242,221 faculty members represented by bargaining agents at all institutions; (3) 339 of the 432 public sector two- and four-year faculty collective bargaining agents were established at two-year colleges; (4) unions bargained for 587 faculty members at exclusively private two-year institutions, representing only 5.5% of all the private sector faculty members covered by collective bargaining agreements; (5) collectively, the ten largest states account for 87.5% of all unionized faculty at two-year colleges in all states; (6) the three largest unions were the National Education Association (accounting for 191 agents with contracts covering 43,692 faculty of 376 campuses), the American Federation of Teachers (accounting for 116 agents with contracts covering 41,734 faculty on 218 campuses), and the American Association of University Professors (accounting for nine agents covering 2,425 faculty on 17 campuses); (7) between 1966 and 1994, there were 95 two-year college faculty strikes, representing 58% of all faculty strikes during the same period; and (8) while the number of faculty strikes has declined since the 1970's, the proportion of two-year faculty strikes has declined at a faster rate. The newsletter also includes information on new union affiliations and public sector compensation increases. (MAB)

ED 383 374

Faculty Collective Bargaining at Exclusively Two-Year Colleges: National Center for the Study of Collective Bargaining in Higher Education and the Professions Newsletter, Volume 23, Number 2, April-May 1995.

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☒ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

Frank. R. Annunziato

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
B. Johnson
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

City University New York, New York Bernard Baruch College. National Center for the Study of Collective Bargaining in Higher Education and the Professions.

LC 950 248

BEST COPY AVAILABLE

NEWSLETTER
NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS
School of Public Affairs
Bernard M. Baruch College • City University of New York • Vol. 23, No. 2 • Apr/May 1995

FACULTY COLLECTIVE BARGAINING AT EXCLUSIVELY TWO-YEAR COLLEGES

Frank R. Annunziato

Exclusively two-year colleges accounted for 349 out of the 502 faculty higher education collective bargaining agents during 1994. Two-year college bargaining agents represent 69 percent of all faculty higher education collective bargaining agents. By the phrase "exclusively two-year colleges" we mean colleges that only offer two year courses or programs, culminating usually with the Associate Degree. We do not count those institutions, like CUNY and SUNY here in the State of New York, which include both two- and four-year colleges and universities. In the Nov/Dec 1987 edition of the National Center's Newsletter (Vol. 15, No. 5), we calculated the percentage of unionized two-year bargaining agents for 1986 at 67 percent of the total number of unionized two- and four-year institutions. At that time (1986), the number of unionized two-year institutions was 307.

The number of faculty represented by collective bargaining agents at exclusively two-year colleges was 103,967 during 1994. This represents 43 percent of all faculty members represented by collective bargaining agents at all institutions (242,221).

The National Center does not keep separate statistics on the number of two-year college faculty members who are employed in combined four- and two-year institutions. These include such schools as the University of Connecticut, the University of Hawaii, Baker College of Flint Michigan, Minnesota State University, CUNY and SUNY in New York, Kent State in Ohio, and the Vermont State Colleges. We are fairly confident, however, that granted the sizes of these combined four- and two-year institutions, the number of two-year faculty members would reach or surpass a majority of faculty members covered by collective bargaining at all colleges and universities.

Bargaining agents at exclusively two-year colleges are found on 669 out of the 1,075 campuses where collective bargaining agents negotiate for faculty (62 percent) at all four- and two-year institutions.

Overwhelmingly, faculty collective bargaining agents at exclusively two-year colleges are at public sector colleges. In fact, 339 out of the 432 public sector two- and four-year faculty collective bargaining agents during 1994 were established at two-year colleges (78 percent). Only ten collective bargaining agents represented faculty at exclusively private two-year institutions, or 14 percent of the total number of faculty covered by collective bargaining at all private institutions (70). Unions only bargained for 587 faculty members at exclusively private two-year institutions. This represents only 5.5 percent of all the private sector faculty members covered by collective bargaining agreements (10,725).

TEN LARGEST STATES

California is the largest state in the number of two-year college faculty covered by collective bargaining (43,955), and the number of two-year college bargaining agents (73). California is followed by New York (9,369 faculty with 36 bargaining agents). The number of two-year college faculty members covered by collective bargaining in the State of New York is much higher since the community colleges at CUNY and SUNY are not counted in these numbers. The states which follow California and New York are: Washington (8,659 faculty with 28 agents), Illinois (6,095 faculty

TABLE OF CONTENTS

Faculty Collective Bargaining at Exclusively Two-Year Colleges 1
New Unions/Affiliations on Three Campuses 8
Wage and Compensation Increases in Public Sector Contracts Negotiated During the Last Half of 1994 8

TABLE ONE

FACULTY REPRESENTED BY UNIONS AT EXCLUSIVELY TWO-YEAR COLLEGES, STATE BY STATE 1994

STATE	NUMBER OF FACULTY
ALASKA	7
ARIZONA	1,087
CALIFORNIA	43,955
CONNECTICUT	3,428
FLORIDA	1,588
ILLINOIS	6,095
IOWA	1,415
KANSAS	1,062
MAINE	304
MARYLAND	562
MASSACHUSETTS	3,571
MICHIGAN	4,672
MINNESOTA	2,200
MISSOURI	495
MONTANA	172
NEBRASKA	856
NEVADA	103
NEW JERSEY	2,128
NEW MEXICO	37
NEW YORK	9,369
OHIO	1,037
OREGON	3,717
PENNSYLVANIA	2,724
RHODE ISLAND	319
WASHINGTON	8,659
WISCONSIN	4,805

with 43 bargaining agents), Wisconsin (4,805 faculty with 16 bargaining agents), Michigan (4,672 faculty with 25 bargaining agents), Oregon (3,717 faculty with 16 bargaining agents), Massachusetts (3,571 faculty with 4 bargaining agents), Connecticut (3,428 faculty with 5 bargaining agents), and Pennsylvania (2,742 with 16 bargaining agents).

Collectively, these ten largest states account for 91,013, or 87.5 percent of all unionized faculty at two-year colleges in all states (see Table One for complete state by state geographic distribution of the number of faculty at two-year institutions represented by unions).

THE UNIONS AND THE EXCLUSIVELY TWO-YEAR COLLEGE

The NEA is the largest union in terms of representing faculty at two-year colleges. The NEA, its affiliates, and merged organizations can account for 191 two-year bargaining agents, with contracts covering 43,692 faculty on 376 campuses.

The AFT, the largest union in representing faculty at all two- and four-year institutions, is a close second to the NEA at exclusively two-year colleges. The AFT, its affiliates, and merged organizations can account for 116 two-year bargaining agents, with contracts covering 41,734 faculty on 218 campuses.

The AAUP, its affiliates, and merged organizations can account for nine two-year bargaining agents, with contracts covering 2,425 faculty on 17 campuses.

Independent bargaining agents can account for 31 two-year bargaining agents, with contracts covering 12,803 faculty on 46 campuses.

Tables Two, Three, and Four show the number of faculty and the number of bargaining units represented by all faculty higher education unions.

MERGED ORGANIZATIONS AND OTHER UNIONS

In Illinois, the AAUP/AFT is the merged bargaining agent for the faculty at Belleville Area College (125 faculty on three campuses). In the State of Washington, the AFT/NEA is the bargaining agent at Green River Community College (223 faculty on one campus). Several other merged organizations represent faculty at exclusively two-year colleges. In Connecticut, the Community Colleges faculty is represented by SEIU and the Connecticut Congress of Community Colleges (CCCC). The administrators at the Connecticut Community and Technical Colleges are represented by AFSCME and CCCC.

The Communications Workers of America (CWA) has won collective bargaining rights for the part-time faculty at Butte College in California. The NEA represents the full-time faculty at Butte.

The United Auto Workers (UAW) is the bargaining agent for the faculty at the East Campus of Black Hawk College in Illinois. The faculty at the main campus at Black Hawk is represented by the AFT. The NEA represents the faculty at the Quad Campus of Black Hawk.

STRIKES AT TWO-YEAR COLLEGES

The National Center maintains records of faculty strikes as far back as 1966 (see our Nov/Dec 1994 Newsletter, Vol. 22 No. 4). From 1966 through 1994, 95 faculty strikes have occurred at the two-year college level. This represents 58 percent of all the faculty strikes (163) during the same period. The fact that most of these strikes broke out at two-year institutions makes sense since, as stated earlier, 69 percent of all unionized faculty bargaining units are at two-year colleges (see Table Five).

Many of the earliest faculty strikes transpired at two-year colleges. In 1966, for example, the earliest year in which we can establish any faculty strikes, three out of four strikes were at two-year schools (Henry Ford Community College and Charles Steward Mott College in Michigan and the City Colleges of Chicago, Illinois).

The number of strikes at two-year institutions have dominated the total number of strikes at all colleges and universities during each decade subsequent to 1966, except for the 1990s (see Table Five). However, the percentage has declined steadily from its high point in the 1960s when 72 percent of all strikes were at two-year colleges. During the 1970s, 61.5 percent of all strikes occurred at two-year institutions. In the 1980s, 55.6 percent of the faculty strikes developed at two-year schools. Finally, in the current decade, the 1990s, only 13 percent of the strikes involved two-year college faculty. Our strike statistics for the 1990s include only the years 1990-1994. This decade so far has witnessed the lowest number of faculty strikes at all colleges and universities for all decades.

(continued on p. 7)

TABLE TWO
FACULTY REPRESENTED BY UNIONS AT TWO-YEAR COLLEGES
1994

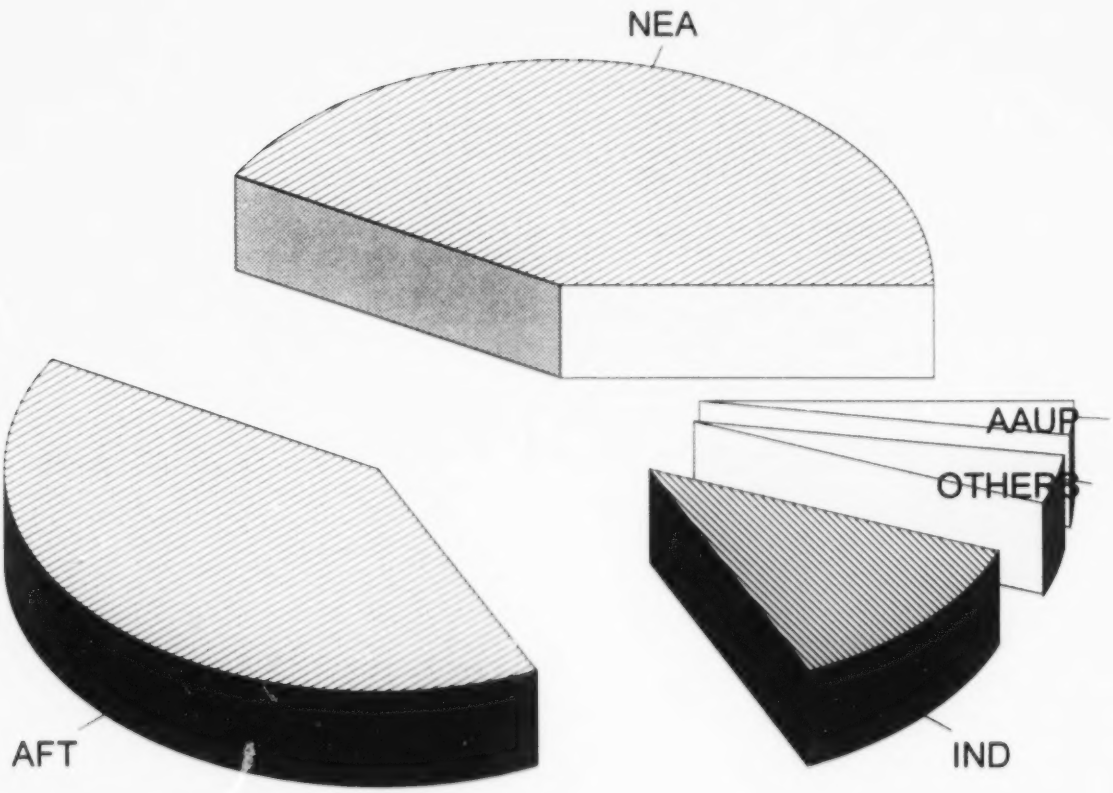

TABLE THREE

RECOGNIZED FACULTY BARGAINING AGENTS
TWO-YEAR, PUBLIC AND PRIVATE 1995

UNION	PUBLIC 2-YEAR	PRIVATE 2-YEAR	TOTAL 2-YEAR
AAUP	7	1	8
AFT	111	3	114
NEA	186	4	190
IND	29	2	31
AAUP/AFT	1	0	1
AFT/NEA	1	0	1
AAUP/NEA	0	0	0
AFT/IND	0	0	0
AAUP/IND	0	0	0
NEA/IND	0	0	0
CWA	1	0	1
UAW	1	0	1
AFSCME/CCCC	1	0	1
SEIU/CCCC	1	0	1
TOTALS	**339**	**10**	**349**

TABLE FOUR

FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS AT TWO-YEAR COLLEGES 1995

UNION	PUBLIC 2-YEAR	PRIVATE 2-YEAR	TOTAL 2-YEAR
AAUP	2,120	180	2,300
AFT	41,293	93	41,386
NEA	43,340	129	43,469
IND	12,618	185	12,803
AAUP/AFT	125	0	125
AFT/NEA	223	0	223
AAUP/NEA	0	0	0
AFT/IND	0	0	0
AAUP/IND	0	0	0
NEA/IND	0	0	0
CWA	525	0	525
UAW	160	0	160
AFSCME/CCCC	725	0	725
SEIU/CCCC	2,251	0	2,251
TOTALS	**103,380**	**587**	**103,967**

TABLE FIVE

COMPARISON OF STRIKES AT TWO-YEAR INSTITUTIONS WITH STRIKES AT ALL INSTITUTIONS, DECADE BY DECADE

Decade	Strikes, Two-Year Only	Strikes, All Institutions	Percentage, Two-Year/All
1960s	13	18	72%
1970s	48	78	61.5%
1980s	30	54	55.6%
1990s	4	13	31%
Aggregate Summary	95	163	58%

(continued from p. 3)

As the total number of faculty strikes has decreased from decade to decade, from its high point in the 1970s, the number of two-year strikes as a percentage of all faculty strikes has decreased to an even greater extent. Stated another way, while all faculty strikes have declined from the 1970s, two-year faculty strikes have declined further than strikes at four-year schools. For example, from 1966 through and including 1979 (14 years) 61 of the 96 strikes during that period were at two-year institutions (63 percent). However, from 1980 through and including 1994 (15 years), 34 of the 67 strikes during that period were at two-year institutions, or only 50.7 percent. One can also establish this point by using the number of strikes at four-year institutions. From 1966 through and including 1979, 35 of the 96 strikes (37 percent) were at four-year schools. However, from 1980 through and including 1994, 33 of the 67 strikes (49 percent) were at four-year institutions.

NATIONAL CENTER NEWSLETTER

A publication of the National Center issued four times per year. Annual subscription rate: $30; Single copy, $7.50; free to Center members. Back issues available. ISSN 0737-9285.

Editor and Director: Frank R. Annunziato

Administrative Director: Beth H. Johnson

College Assistants: Israel Alvarez and Karen Daniel

Address all inquiries to NCSCBHEP, Baruch College, 17 Lexington Ave., Box G-1050, New York, N.Y., 10010, (212) 387-1510, fax (212) 387-1516.

MISCELLANY

Frank R. Annunziato

BANK STREET COLLEGE FACULTY CHOOSES UNIONIZATION

The Bank Street Professional Employees Federation, an affiliate of the New York State United Teachers, AFT, AFL-CIO, won a NLRB supervised election on May 3, 1995 to represent professional staff members at the private sector Bank Street College of Education in New York City. The bargaining unit of 150 includes graduate faculty, faculty in the on-site school for children (a private demonstration school), and various professional personnel in non-teaching areas such as publications, finance, and administration. The vote for unionization was 78-24.

The College did not seek to block the unionization campaign by pursuing a Yeshiva strategy before the NLRB. However, the parties disagreed on the supervisory/managerial status of approximately 15 directors, employed primarily in the graduate school. These individuals, included on the Excelsior list supplied by the College, were allowed to vote challenged ballots. Since the union's margin of victory was larger than the number of challenged ballots, the NLRB did not have to rule on their inclusion in the bargaining unit. If the College now agrees to bargain with the union on these positions, the matter of supervisory/managerial status will be resolved. If the College refuses to bargain, the union will return to the NLRB for final resolution of the supervisory/managerial status of these directors.

WAGE AND COMPENSATION INCREASES IN PUBLIC SECTOR CONTRACTS NEGOTIATED DURING THE LAST HALF OF 1994

According to Government Employee Relations Report, volume 33 (1995) page 453, the annual change in wages and compensation over the life of the contract is 3 percent in those contracts negotiated during the last half of 1994 by state and local government bargaining agents. The average increase in wages and compensation during the first year of these contracts is 2.5 percent.

For public sector colleges and universities, GERR reports the annual change in wages and compensation is 3.7 percent over the life of the contract in those settlements reached during the last half of 1994. The average increase in wages and compensation during the first year of these contracts is 3.8.

NEW AAUP AFFILIATION

On May 15 and 16, 1995 the independent bargaining agent, the College of the Redwoods Faculty Organization (CRFO) voted by a 97.6 percent margin to affiliate with the American Association of University Professors (AAUP).

The size of the bargaining unit is 108 full-time and 256 part-time faculty. The College of the Redwoods has engaged in collective bargaining since 1977. It is a two-year community college located in Northern California.

More than 80 percent of the members of the bargaining unit participated in the affiliation election.

UNIVERSITY OF KANSAS GRADUATE STUDENT EMPLOYEES UNIONIZE

On April 17 and 18, 1995 the teaching assistants at the University of Kansas voted to have the Kansas Association of Public Employees (KAPE), an affiliate of the American Federation of Teachers (AFT), AFL-CIO, represent them for purposes of collective bargaining. The vote was 486 for unionization and 202 opposed. There were 1,035 teaching assistants eligible to vote. The bargaining unit included teaching assistants, but excluded research assistants.

ERRATA

Thank you to Lois S. Cronholm, provost of Baruch College and Steve Finner, Director of Chapter and State Services of the AAUP, for pointing out to us several errors which appeared in the Nov/Dec 1994 (Vol. 22, No.4) National Center Newsletter on "Faculty Strikes in Higher Education: 1966-1994." They are as follows: (1) In 1974, we incorrectly referred to Rider College (NJ) as a two-year institution. Rider was, and is, a four-year college. (2) In 1975, we forgot to indicate that the University of Bridgeport (CT) was, and is, a private sector institution. (3) In 1977, we forgot to indicate that Stevens Institute of Technology (NJ) was, and is, a private sector institution. (4) In 1990, the bargaining agent at Temple University (PA) was the AFT, not the AAUP. (5) Finally, 95 of the 163 strikes were at two-year institutions. We had reported 96 strikes at two-year institutions. Some 68 of the 163 strikes occurred at four-year institutions.